



## Faculty Senate Minutes 16 July, 2009

### Members Present

Neil Grunberg, PhD  
Gary Wind, MD  
Anthony Artino, PhD  
Simon Auster, MD, JD  
Katherine M. Anderson, PhD  
Jerome Buller, MD  
Sara Contente, PhD  
Regina Day, PhD  
Joseph DeSoto MD, PhD  
Patricia W. Kelley, PhD, RN  
Christopher Kieling, MD  
Barbara Knollmann-Ritschel, MD  
Joseph Lopreiato, MD  
Patrick Malone, PhD  
Jennifer Rusiecki, PhD  
Jennifer Schlitz, PhD  
Andrew Waters, PhD  
Cindy Wilson, PhD

Basic (2008)  
Clinical (2009)  
Basic (2009)  
Clinical (2006)  
Basic (2008)  
Basic (2009)  
Basic (2008)  
Basic (2009)  
GSN (2008)  
GSN (2008)  
Clinical (2007)  
Basic (2008)  
Clinical (2008)  
Basic (2009)  
Basic (2007)  
Basic (2008)  
Basic (2008)  
Clinical (2006)

President, Professor, Dept of Medical & Clinical Psychology, SOM  
President-Elect, Professor, Dept of Surgery, SOM  
Sec-Treasurer, LCDR, MSC, USN, Assist Prof, Preventive Medicine & Biometrics, SOM  
Associate Professor, Dept of Family Medicine, SOM  
Assistant Professor, Preventive Medicine & Biometrics, SOM  
LTC, MC, USA, Associate Professor, Dept of Obstetrics and Gynecology, SOM  
Research Assistant Professor, Dept of Pathology, SOM  
Assistant Professor, Dept of Pharmacology, SOM  
Assistant Professor, Dept. of Health, Injury & Disease Management, GSN  
CAPT, NC, USN, Assistant Professor, Acting Associate Dean for Research, GSN  
Assistant Professor, Dept of Pediatrics, SOM  
CDR, MC, USN, Assistant Professor, Dept of Pathology, SOM  
Professor, Assistant Dean for Simulation Education, SOM  
CAPT, MSC, USN, Assist Professor, Dept of Preventive Medicine & Biometrics, SOM  
Assistant Professor, Dept of Epidemiology, SOM  
Assistant Professor, Dept of Anatomy, Physiology & Genetics, SOM  
Associate Professor, Director, Graduate Studies, Dept of Medical & Clinical Psych, SOM  
Professor, Dept of Family Medicine, SOM

### Members Absent

Andrew Bauer, MD  
Erin Balog, MD  
Michael Ellis, MD  
Mark Haigney, MD  
Jason D. Higginson, MD  
Sean Hussey, MD  
Kenneth Schor, DO, MPH  
William Watson, MD, PhD

Clinical, (2007)  
Basic (2009)  
Clinical (2009)  
Clinical (2007)  
NB (2008)  
NB (2008)  
Basic (2006)  
Clinical (2009)

Past-President, LTC, MC, USA, Associate Professor, Dept of Pediatrics, SOM  
LCDR, MC, USN, Assistant Professor, Dept of Pediatrics, SOM  
Assistant Professor, Dept of Medicine, SOM  
Professor, Department of Medicine, SOM  
LCDR, MC, USN, Assistant Professor, Dept of Pediatrics, NNMC  
LCDR, MC, USN, Assistant Professor, Dept of Pathology, NNMC  
CAPT, MC, USN, Assistant Professor, Preventive Medicine & Biometrics, SOM  
Assistant Professor, Dept of Neurology, SOM

<b><u>Agenda Item</u></b>	<b><u>Issues for Discussion</u></b>	<b><u>Decision/Voting</u></b>
<b>I. Call to Order: Room A2052</b>	- The meeting was called to order at 1600. A quorum of members was established at 1605 with 18 members present.	
<b>II. Introductions</b>	- The President, Dr. Grunberg, discussed the general roles and responsibilities of the Faculty Senate. He will attempt to keep all Senate meetings to 1 hour but will stay late if others want to continue to discuss issues. - Dr. Grunberg discussed the history of the Senate and its role/effectiveness over the last 30 years. - All Senators introduced themselves.	
<b>III. Review of Senate Roles and Responsibilities</b>		
<b>a. Faculty Senate Constitution</b>	- Dr. Grunberg encouraged all Senators to read (and study if necessary) the constitution so that we're all aware of its contents and do not waste time arguing about it.	
<b>b. Service to Faculty Assembly</b>	- We represent the broad USU faculty (4000 faculty worldwide). Being asked to come to USU in Bethesda should be considered a highly sought after assignment, but it's currently not.	
<b>c. Service on Faculty Senate Committees</b>	- We also owe service to the committees. Everyone needs to work. There is simply too much to be done for Senators not to work extremely hard.	
<b>d. Service to USU</b>	- We need to think more broadly than just the needs of the faculty. We should be looking to improve USU and not be completely self-serving.	
<b>IV. Themes and Goals for AY 2009-2010</b>	- Dr. Grunberg's goal for the Senate is to improve faculty and staff morale. We need to come forward and be advocates for and inspire our fellow faculty and staff members. He wants standing room only at all faculty assemblies and at least 100 faculty members at the next graduation. - Dr. Grunberg discussed his desire to hold the first staff appreciation day.	
<b>V. Filling All Senate Seats</b>	- Dr. Jason Higginson has written an apology letter to Andy Bauer for his absences from Faculty Senate meetings and has resigned his position. - Dr. Patricia Kelley spoke and stated that while she may have missed five Senate meetings, she has done her share of work and would like to stay on as a Senator. - Dr. De Soto asked the Senate to consider Dr. Kelley's work on the Research Policy Committee and as acting associate Dean of Research at the GSN when making their decision.	- Dr. Grunberg asked that all Senators send him an email note with their opinion regarding whether or not Dr. Kelley should be retained as a Senator.

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<b>VI. Committee Memberships</b>	- The Secretary-Treasurer, Dr. Tony Artino, sent around a sign-up sheet, and Dr. Grunberg asked that all Senators sign up to serve on committees that interest them.	
<b>VII. Liaison to Departments</b>	- Dr. Artino sent around a sign-up sheet, and Dr. Grunberg asked that Senators sign up to liaison with a department. - This departmental liaison duty has not been well done in the past. Dr. Grunberg would like liaisons to meet with Department Chairs at least quarterly.	
<b>VIII. Old Business</b>		
<b>a. Clinical Pathology Lab</b>	- USU is considering contracting out functions of the pathology lab. - Dr. DeSoto stated that the Research Policy Committee is working on a memo regarding this issue. - Dr. Auster stated that this issue seems to be more about personalities, politics, and turf battles and not about substantive issues. - This all started as a way to improve the business model. - The question was raised – where are the data regarding its effectiveness? It does not appear that a true cost-benefit analysis has been completed.	- Dr. Grunberg will discuss this issue with Dr. Rice at his next meeting with him on 21 July.
<b>b. New or Open Admin Positions</b>	- Senators discussed the perceived proliferation of new administrative positions. - For example, a new administrator position has been created in San Antonio, TX, and it was filled by General Scully. - Dr. Wilson discussed her concerns regarding this and her opinion that the USU “consolidation effort” is actually a “divide and conquer” strategy. On 5 June 2009 there were five administrator vacancies. Her questions are: (1) how are these jobs advertised and (2) in a time when we’re trying to get improved compensation for faculty, where is this money coming from? - A discussion ensued regarding the transparency of the process and whether or not the Senate should be involved or whether it’s Dr. Rice’s prerogative to hire who he wants. - Dr. Auster noted that LCME does not endorse the proliferation of VPs.	- The Senate would like Dr. Grunberg to discuss this process with Dr. Rice and the Deans to find out more of the “who and why” of this process. In general, the Senate feels that this is an issue of accountability and transparency.
<b>c. Faculty Recruitment and Retention Working Group Report</b>	- Dr. Grunberg noted that in the late 1970s many USU faculty members were well paid. In the 1980s the disparity between USU faculty members’ salaries and other medical schools’ compensation began to grow. However, circa 1990, then President Zimble indicated that faculty compensation would not be corrected because USU faced closure. By the late 1990s, USU became more research-oriented, and it became clear that improved hiring packages were necessary to recruit faculty	- Dr. Grunberg plans to discuss this issue in detail with Dr. Rice during his next meeting. Furthermore, Dr. Grunberg will find out where Dr.

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	<p>members who also had or were competitive for extramural funding. Now, faculty compensation continues to be a problem and there also is a disparity between new hires and long-time faculty members. Chairmen and clinicians are hurt the most and sometimes the disparity between USU salaries and other schools is as much as 100%.</p> <ul style="list-style-type: none"> <li>- Dr. Grunberg plans to continue to press this important issue but also noted that less than 10% of faculty are actually affected.</li> <li>- Dr. Rice did not agree with the recommendations of the Recruitment and Retention Working Group; in particular, he thinks the “X” portion is too large.</li> <li>- It’s unclear now what Dr. Rice wants to do. Rumor has it that he sent the recommendations back to the working group to be reworked, but the group said no, disbanded, and refused to rework their recommendations.</li> <li>- Dr. Grunberg provided some additional history: Dr. Rice committed to making changes by FY10.</li> </ul>	Rice stands and what the plan is going forward.
<b>IX. New Business</b>	<ul style="list-style-type: none"> <li>- Dr. Grunberg asked if there were other issues that folks wanted him to bring to Dr. Rice and/or the Deans.</li> <li>- Dr. Grunberg will be setting up a meeting with the Director of AFRRI.</li> <li>- There will be a mentoring conference on 21 July.</li> <li>- Someone asked about getting the capability to call in via phone or video if TAD. Dr. Artino stated that he would investigate this option.</li> </ul>	- Dr. Grunberg will send out a schedule of his meetings with Dr. Rice and the Deans, for those who might be interested in attending.
<b>X. Approval of Minutes</b>	- Minutes from the June meeting were approved without changes.	
<b>XI. Announcements</b>	- None.	
<b>XII. Adjournment</b>	- The meeting was adjourned at 1730.	